



# fact sheet

## Child Protection Certification Program DFCS Office of Child Protection

### **What is the Child Protection Certification Program?**

The Child Protection Certification Program (CPCP) consists of assessments, professional development and a career path designed to establish a professional, stable, competent workforce in the Office of Child Protection in DFCS.

### **What are the objectives of CPCP?**

The objectives of CPCP are threefold: to hire appropriate and qualified staff for social services case manager positions; to ensure that case managers and supervisors meet a basic standard of practice; and to provide staff with professional development, career opportunities and pay increases.

### **What does CPCP consist of for new workers?**

Certification is obtained through the OCP New Worker Training series. Trainees complete classroom and online instruction and participate in field practice activities. Assessments occur throughout the training to determine training effectiveness. Once new workers complete the training series, two final applications of learning occur-a Case Record Review and a Field Based Observation.

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### **What does CPCP consist of for Incumbent Staff?**

For incumbent workers, the process is similar. Incumbent workers will complete a self-assessment tool to determine their professional development needs and utilize professional development materials as indicated. Three applications of learning will occur, a written test; a Case record review; and a field based observation.

### **What does being “certified” mean?**

It means that the case manager or supervisor has completed training and/or

professional development activities and has demonstrated a basic level of competency on the assessments. Certification is not a license for clinical practice and it is not a substitute for a professional social work degree.

Once I obtain certification, why do I have to continue to obtain 20 professional development hours each year?

In child welfare practice, studies acknowledge it takes two years to learn the case management position. Practice and policy continuously changes. The required 20 hours of professional development training helps case managers and supervisors stay abreast of the most recent practice models and changes in child protection policy.

**What are the next steps for Incumbent certification?**

Incumbent staff are in the final phase of certification, receiving results of completed assessments. Staff have to obtain 10 hours of professional development hours beginning January 2006-July 2006.